

WCE PACKAGE COUNTER PROPOSAL  
In RESPONSE to CITY of CHULA VISTA PACKAGE dated 7/15/13

WCE hereby makes the following package offer to City Of Chula Vista. WCE reserves the right to modify, add, or delete any part of this proposal, including withdrawing the package and reverting back to the last formal proposals on all open issues. This package offer includes the following subjects:

- Term of Agreement – WCE proposes one year from the date of Council approval of this Agreement.
- Salary Adjustments – WCE proposes a 2% (two percent) across-the-board salary increase as of the Council approval of an agreement but no later than August 15, 2013, with an additional 1% (two percent) across-the-board increase in January 2014. WCE also proposes a \$400 (four hundred dollar) stipend upon Council approval of a new agreement. The City agrees to review the Surveyor and Plans Examiner classifications beginning no later than September 15, 2013.
- Flex Benefits – WCE requests clarification as to this proposal.
- Professional Enrichment – WCE proposes that eligible employees may receive up to \$1500 each from the annual \$25,000 Professional Enrichment Fund allotment.
- Career Advancement – WCE maintains its rejection of the City's proposal on Career Advancement as it does not provide adequate promotional opportunities for Assistant Engineers and Assistant Surveyors I/II, by conditioning promotion of eligible employees upon "operational needs".
- Fees for Professional Licenses/Memberships -- WCE maintains its rejection of the proposal. An employee's possession of these licenses is of benefit to the City and should continue to be borne by the employee's department as part of the job. Requiring employees to use their Professional Enrichment monies for payment of these fees would further reduce employees' ability to professionally improve through training and education.
- Certification Pay -- WCE counters the rejection of its 6/26 proposal by proposing the addition to Article 2.01 E. as follows: "Any engineer who is licensed by the State of California as a Civil Engineer will receive additional certification pay of 1% (one percent) if s/he is state-certified as a Qualified SWPPP Developer (QSD) or a Qualified SWPPP Practitioner (QSP)."
- Voluntary Work Furlough – WCE renews its Proposal No. 5, that the current program, including the special leave days, be continued for the life of the MoU.

The WCE currently agrees with TA'd proposals as shown below and agrees that they would be part of the final agreement. Although tentative agreement has been reached regarding the proposals below, the WCE reserves the rights to modify, add, or delete any part of the proposals below.

- City's OCA proposal
- City's Job Sharing Proposal